

Exhibit 300: Capital Asset Summary

Part I: Summary Information And Justification (All Capital Assets)

Section A: Overview & Summary Information

Date Investment First Submitted: 2009-06-30
Date of Last Change to Activities: 2012-08-31
Investment Auto Submission Date: 2012-02-28
Date of Last Investment Detail Update: 2012-07-31
Date of Last Exhibit 300A Update: 2012-07-31
Date of Last Revision: 2012-08-31

Agency: 014 - Department of State **Bureau:** 00 - Agency-Wide Activity

Investment Part Code: 01

Investment Category: 00 - Agency Investments

1. Name of this Investment: Global Foreign Affairs Compensation System (GFACS)

2. Unique Investment Identifier (Ull): 014-000000029

Section B: Investment Detail

- Provide a brief summary of the investment, including a brief description of the related benefit to the mission delivery and management support areas, and the primary beneficiary(ies) of the investment. Include an explanation of any dependencies between this investment and other investments.**

This investment will replace eight legacy payroll and Time and Attendance (T&A) systems with integrated COTS software. This will not only yield operational efficiencies and lower risk within DoS, but also the over 40 civilian agencies that rely on DoS to deliver Locally Employed (LE) staff payroll services. This is a major challenge because, in contrast to most multi-nationals, the USG has staff in over 180 countries and must: * comply with 500+ compensation plans tailored to local laws * deal with 150+ currencies & fluctuating exchange rates When the phased rollout is complete, GFACS will generate payments to over 29,000 American employees, 56,000 LE staff, and 16,000 retired Foreign Service staff and qualified beneficiaries (that were migrated to GFACS in early FY11). GFACS will promote streamlined operations across the federal landscape through the use of a rules-based system that more readily accommodates change and employee self-service. Through participation in the COTS vendor's maintenance program, DoS is effectively shifting much of the risk associated with complying with regulatory change to an external provider. This is critical because the USG must satisfy time-sensitive taxation/benefits requirements that arise from legislation/regulatory rules enacted in 180+ countries (including U.S. political subdivisions). In short, the investment benefits: * employees, retirees, and other 3rd party payees through the generation of accurate and timely payments; * the Department through more efficient operations; and, * over 40+ agencies that avoid the real and opportunity costs associated

with developing their own overseas payroll operations and systems. This future state is in stark contrast to relying on a cadre of experts that are needed to operate and maintain the five legacy payroll systems currently housed in Charleston, Bangkok, and D.C. These 25+ year old systems represent major operational risk as they require modification each pay period. Moreover, DoS faces similar challenges with respect to winT&A and webTA, the legacy T&A systems currently used overseas and domestically, respectively. GFACS is dependent on: * JFMS which funds the system used to disburse overseas payments. * GEMS, the system which provides automated feeds of personnel data for American employees. * IT Infrastructure which provides the communications backbone needed to support global operations.

2. How does this investment close in part or in whole any identified performance gap in support of the mission delivery and management support areas? Include an assessment of the program impact if this investment isn't fully funded.

The GFACS investment advances the Department's Strengthening Consular and Management Capabilities strategic objective by rightsizing the number of compensation systems operated and maintained by the Department. More specifically, a major objective of this investment is to reduce the number of payroll systems from 6 to 1 and the number of time and attendance (T&A) systems from 2 to 1. Equally important, this investment will position the Department to eliminate all remaining mainframes as well as reduce the operational risk associated with relying on a steadily shrinking cadre of staff capable of implementing changes to six 25+ year-old legacy systems almost every pay period. In addition, the migration to GFACS will position the Department to better comply with the emerging audit and security requirements as well as the constantly changing legal and regulatory demands of the over 180 countries in which the Department conducts on the ground business. The GFACS investment also aligns with several of the Department's and USG'S strategic technical objectives. First, as the sole provider of overseas payroll services to civilian agencies, GFACS provides a significant "cloud computing" service to over 40 other federal agencies. Second, the GFACS investment has embraced the objective of integrating with other management systems. When complete, GFACS will have automated interfaces with key internal financial management systems (e.g., GFMS, RFMS, and e2 Solutions for) as well as human capital management systems (i.e, GEMS). In addition, GFACS already has automated interfaces with Treasury (for disbursements), OPM (Annuitant Express), and multiple 3rd party benefit providers. Should GFACS not be fully funded, the Department would find itself in the unenviable position of trying to extend the useful life of the remaining seven legacy compensation systems. This would delay the introduction of more efficient business practices such as self-service timekeeping (including the electronic routing and approval of leave requests), require the continued use of a mainframe computing environment (which has its own set of costs and risks) and, perhaps more importantly, jeopardize the USG's ability to comply with the laws, regulations, and prevailing human capital management practices in over 180 countries. This last point is especially critical as more and more countries continue to expand their social security/retirement requirements.

3. Provide a list of this investment's accomplishments in the prior year (PY), including projects or useful components/project segments completed, new functionality added, or operational efficiency achieved.

Planned accomplishments for CY12 include: * Begin the phased migration of the

Department's Locally Employed(LE) staff payroll from FSNPay to GFACS. * Develop the COTS software modifications necessary to support the migration of the Department's American payroll to GFACS in FY14. * Continue to meet the Department's employee and annuitant payment responsibilities through the operation and maintenance of eight legacy systems that must be supported until the phased migration to GFACS is complete. * Incorporate, test and deploy COTS product releases that promote compliance with regulatory requirements/change. * Develop a phased T&A system rollout strategy.

4. Provide a list of planned accomplishments for current year (CY) and budget year (BY).

Planned accomplishments for FY13 include: * Migrate all LE employees working in Group 3 and Group 4 countries to GFACS. * Develop the conversion software and configure the PeopleSoft system to support the migration of the Department's American payroll to GFACS in FY14. * Continue to meet the Department's employee and annuitant payment responsibilities through the operation and maintenance of eight legacy systems that must be supported until the phased migration to GFACS is complete. * Incorporate, test and deploy COTS product releases that promote compliance with regulatory requirements/change. * Develop the T&A software, processes and documentation needed to support the migration of Group 1 and 2 employees to GFACS T&A. * Migrate Group 1 employees to GFACS T&A. Planned accomplishments for BY14 include: * Complete the Locally Engaged Staff payroll migration to GFACS. * Migrate the Department's American payroll to GFACS. * Continue to meet the Department's employee and annuitant payment responsibilities through the operation and maintenance of two legacy T&A systems that must be supported until the phased migration to GFACS is complete. * Incorporate, test and deploy COTS product releases that promote compliance with regulatory requirements/change. * * Migrate Group 2 and 3 employees to GFACS T&A.

5. Provide the date of the Charter establishing the required Integrated Program Team (IPT) for this investment. An IPT must always include, but is not limited to: a qualified fully-dedicated IT program manager, a contract specialist, an information technology specialist, a security specialist and a business process owner before OMB will approve this program investment budget. IT Program Manager, Business Process Owner and Contract Specialist must be Government Employees.

2011-07-01

Section C: Summary of Funding (Budget Authority for Capital Assets)

1.

Table I.C.1 Summary of Funding

	PY-1 & Prior	PY 2011	CY 2012	BY 2013
Planning Costs:	\$1.9	\$0.0	\$0.0	\$0.0
DME (Excluding Planning) Costs:	\$29.5	\$18.8	\$15.5	\$14.6
DME (Including Planning) Govt. FTEs:	\$0.0	\$0.6	\$0.6	\$1.1
Sub-Total DME (Including Govt. FTE):	\$31.4	\$19.4	\$16.1	\$15.7
O & M Costs:	\$5.0	\$5.2	\$7.6	\$9.4
O & M Govt. FTEs:	\$2.2	\$1.6	\$1.9	\$1.8
Sub-Total O & M Costs (Including Govt. FTE):	\$7.2	\$6.8	\$9.5	\$11.2
Total Cost (Including Govt. FTE):	\$38.6	\$26.2	\$25.6	\$26.9
Total Govt. FTE costs:	\$2.2	\$2.2	\$2.5	\$2.9
# of FTE rep by costs:	21	19	21	23
Total change from prior year final President's Budget (\$)		\$-1.0	\$0.0	
Total change from prior year final President's Budget (%)		-3.70%	0.00%	

2. If the funding levels have changed from the FY 2012 President's Budget request for PY or CY, briefly explain those changes:

Section D: Acquisition/Contract Strategy (All Capital Assets)

Table I.D.1 Contracts and Acquisition Strategy

Contract Type	EVM Required	Contracting Agency ID	Procurement Instrument Identifier (PIID)	Indefinite Delivery Vehicle (IDV) Reference ID	IDV Agency ID	Solicitation ID	Ultimate Contract Value (\$M)	Type	PBSA ?	Effective Date	Actual or Expected End Date
---------------	--------------	-----------------------	--	--	---------------	-----------------	-------------------------------	------	--------	----------------	-----------------------------

NONE

2. If earned value is not required or will not be a contract requirement for any of the contracts or task orders above, explain why:

SAQMMA08D0118 is used to acquire research, planning and oversight expertise. These activities are generally considered not suitable for Fixed Price work. This vehicle was used at the request of AQM in part to support the Department's 8(a) goals. SAQMPD06C1072 is used to fund only O&M activity, which does not require EVM.

Exhibit 300B: Performance Measurement Report

Section A: General Information

Date of Last Change to Activities: 2012-08-31

Section B: Project Execution Data

Table II.B.1 Projects

Project ID	Project Name	Project Description	Project Start Date	Project Completion Date	Project Lifecycle Cost (\$M)
5	GFACS Payroll	Through the execution of a phased deployment strategy, this project will replace six legacy payroll systems with a single system that will support the widely diverse global payroll requirements for DoS and 40+ serviced agencies. Payees include Locally Employed, Civil Service, and Foreign Service (FS) staff as well as FS Annuitants.			
7	GFACS T&A	Through the execution of a phased deployment strategy, this project will replace two legacy time & attendance (T&A) systems with a COTS-based system that is integrated with GFACS Payroll (see above project).			

Activity Summary

Roll-up of Information Provided in Lowest Level Child Activities

Project ID	Name	Total Cost of Project Activities	End Point Schedule Variance	End Point Schedule Variance (%)	Cost Variance (\$M)	Cost Variance (%)	Total Planned Cost (\$M)	Count of Activities
------------	------	----------------------------------	-----------------------------	---------------------------------	---------------------	-------------------	--------------------------	---------------------

Activity Summary

Roll-up of Information Provided in Lowest Level Child Activities

Project ID	Name	Total Cost of Project Activities (\$M)	End Point Schedule Variance (in days)	End Point Schedule Variance (%)	Cost Variance (\$M)	Cost Variance (%)	Total Planned Cost (\$M)	Count of Activities
		(\$M)	(in days)					
5	GFACS Payroll							
7	GFACS T&A							

Key Deliverables

Project Name	Activity Name	Description	Planned Completion Date	Projected Completion Date	Actual Completion Date	Duration (in days)	Schedule Variance (in days)	Schedule Variance (%)
5	FY11		2011-09-30		2011-09-30	272	0	0.00%
5	FY11		2011-09-30		2011-09-30	364	0	0.00%
5	FY11		2011-09-30		2011-09-30	364	0	0.00%
5	FY11		2011-09-30		2011-09-30	121	0	0.00%
5	LES Configuration Common to all Countries	Developed and unit tested Compensation Plan rules common to all foreign countries in which the Department operates.	2011-09-30		2011-09-30	364	0	0.00%
5	LES FY11	Technical documentation.	2011-09-30		2011-09-30	272	0	0.00%
5	LES	System and performance test results for LE Staff	2011-09-30	2011-12-30		272	-336	-123.53%
7	Execute Performance Based Acquisition Strategy		2011-09-30		2011-10-31	272	-31	-11.40%
5	American FY11 Detailed Design Specifications	American Pay software designs for modifications to the Commercially Available Off the Shelf (COTS) Software product used in GFACS	2011-09-30		2011-09-30	272	0	0.00%

Key Deliverables								
Project Name	Activity Name	Description	Planned Completion Date	Projected Completion Date	Actual Completion Date	Duration (in days)	Schedule Variance (in days)	Schedule Variance (%)
5	FY11	Test plans and results developed and executed by Independent Resources	2011-09-30		2011-09-30	364	0	0.00%
5	LES FY11		2011-09-30		2011-09-30	272	0	0.00%
5	FY11		2011-09-30		2011-09-30	364	0	0.00%
5	LES	Results comparing compensation calculations between the appropriate legacy system being replaced and GFACS to promote a seamless transition.	2011-12-31	2011-12-31		92	-244	-265.22%
5	LCP Group 1 Countries	Developed and unit tested Compensation Plan rules common to all foreign countries in which the Department operates.	2012-03-31	2012-03-31	2012-02-29	182	31	17.03%
5	LES	Acceptance Test Results	2012-03-31	2012-03-31	2012-03-31	182	0	0.00%
5	LES Group 1 Conversion	Group 1 historical and current employee data populated in GFACS.	2012-03-31	2012-03-31	2012-03-31	182	0	0.00%
5	LES	Plan and results of a test geared towards ensuring GFACS's ability to operate in the Department's technical environment as well as share data with other 3rd parties.	2012-04-30	2012-04-30		120	-123	-102.50%
5	FY12		2012-09-30	2012-09-30		365	0	0.00%
5	FY12		2012-09-30	2012-09-30		365	0	0.00%
5	American FY12	American Pay test plan	2012-09-30	2012-09-30		213	0	0.00%

Key Deliverables								
Project Name	Activity Name	Description	Planned Completion Date	Projected Completion Date	Actual Completion Date	Duration (in days)	Schedule Variance (in days)	Schedule Variance (%)
5	FY12		2012-09-30	2012-09-30		365	0	0.00%
5	American FY12	Developed and unit tested interfaces to/from GFACS required to support the Department's American Payroll.	2012-09-30	2012-09-30		121	0	0.00%
5	American FY12	Technical documentation	2012-09-30	2012-09-30		182	0	0.00%
5	LCP Group 2 Countries	Developed and unit tested Compensation Plan rules common to all foreign countries in which the Department operates.	2012-09-30	2012-09-30		182	0	0.00%
5	LES FY12	Quality Work Instructions (QWIs) and delivery of training relevant to Group 1 and 2 countries	2012-09-30	2012-09-30		365	0	0.00%
5	American FY12 Detailed Design Specifications	American Pay software designs for modifications to the Commercially Available Off the Shelf (COTS) Software product used in GFACS	2012-09-30	2012-09-30		365	0	0.00%
5	LES Group 2 Conversion	Group 2 historical and current employee data populated in GFACS.	2012-09-30	2012-09-30		182	0	0.00%
5	FY12	Test plans and results developed and executed by Independent Resources	2012-09-30	2012-09-30		365	0	0.00%
5	FY12		2012-09-30	2012-09-30		365	0	0.00%
5	LES FY12	Acceptance Test Results	2012-09-30	2012-09-30		182	0	0.00%

Key Deliverables

Project Name	Activity Name	Description	Planned Completion Date	Projected Completion Date	Actual Completion Date	Duration (in days)	Schedule Variance (in days)	Schedule Variance (%)
5	American	COTS software code modifications and unit test results for American Payroll	2012-12-31	2012-12-31		213	0	0.00%

Section C: Operational Data

Table II.C.1 Performance Metrics

Metric Description	Unit of Measure	FEA Performance Measurement Category Mapping	Measurement Condition	Baseline	Target for PY	Actual for PY	Target for CY	Reporting Frequency
Percent available online during M-F business hours	percent	Technology - Reliability and Availability	Over target	0.000000	98.000000	99.000000	98.000000	Semi-Annual
Number of payroll systems operated and maintained	number	Process and Activities - Productivity	Under target	6.000000	6.000000	6.000000	6.000000	Semi-Annual
# of Civilian Agencies with locally employed staff paid using a COTS product	number	Customer Results - Customer Benefit	Over target	0.000000	0.000000	0.000000	1.000000	Semi-Annual
Percentage of Section 508 compliant systems	percent	Technology - Effectiveness	Over target	0.000000	16.000000	17.000000	16.000000	Monthly
Percent of employee payments made by scheduled pay date.	percent	Customer Results - Customer Benefit	Over target	95.000000	96.000000	96.000000	97.000000	Semi-Annual